

FFFJ/OLLY Anti-Bullying Policy

Review Date 1st March 2023

FFFJ/OLLY is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we work and live by. All members of the FFFJ/OLLY community have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

- Children have a right to learn free from intimidation and fear.
- The needs of the victim are paramount.
- FFFJ/OLLY will not tolerate bullying behaviour.
- Bullied children will be listened to.
- Reported incidents will be taken seriously and thoroughly investigated.

Definition of Bullying

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms; physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It can be planned and organised, or it may be unintentional. It may be perpetrated by individuals or by groups of people.

Forms of Bullying

- Physical violence such as hitting, pushing or spitting at another pupil.
- Interfering with another pupil's property, by stealing, hiding or damaging it.
- Using offensive names when addressing another person.
- Teasing or spreading rumours about another person or his/her family.
- Belittling another child's abilities or achievements.
- Writing offensive notes or graffiti about another person.
- Excluding another child from a group activity.
- Ridiculing another child's appearance, way of speaking or personal mannerisms.
- Misusing technology (internet or mobiles) to hurt or humiliate another person.

The responsibilities of Staff

Our staff will:

- Foster in our children self-esteem, self-respect and respect for others.
- Demonstrate by example the high standards of personal and social behaviour we expect of our children.
- Discuss bullying, so that every child learns about the damage it causes to both the child who is bullied and to the bully, and the importance of telling a member of staff about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.

- Follow up any complaint by a parent about bullying and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

The responsibilities of OLLY

We expect them to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the child who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances. Anyone who becomes the target of bullies should:
 - Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

The responsibilities of parents

We ask our parents to support their children and OLLY by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to a member of staff and explain the implications of allowing the bullying to continue unchecked, for themselves and for others.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children and reassuring them that appropriate action will be taken.
- Keeping a written record of any reported instances of bullying.
- Informing the staff of any suspected bullying, even if their children are not involved.
- Co-operating with OLLY, if their children are accused of bullying, try to ascertain the truth. And point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

The responsibilities of all

Everyone should:

- Work together to combat and, hopefully in time, to eradicate bullying.

Guidelines for records and sanctions

Procedures for dealing with incidents of bullying behaviour (Includes steps taken to support and respond to the needs of both bullied and bullying children).

- Steps taken to support and respond to the needs of both bullied and bullying children:
- Records kept:

- Action which may be taken:
- Contacting parents/carers of all pupils concerned in the bullying incident:
- Feedback to those concerned:
- Sanctions:

Continuous professional development of staff.